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Department of Defense
CIVILIAN MANPOWER STATISTICS

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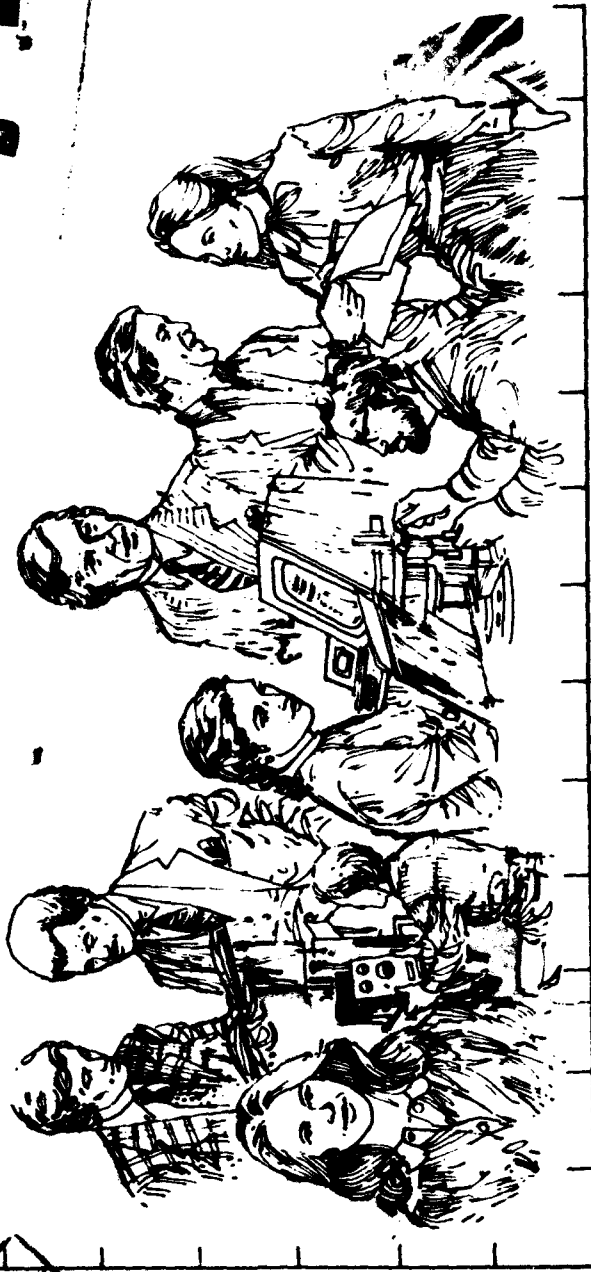
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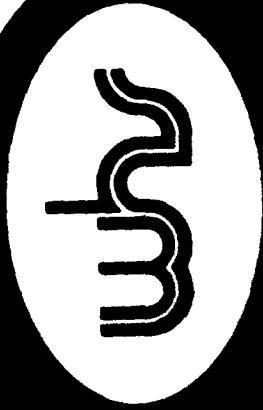
June 30, 1993

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Department of Defense

CIVILIAN MANPOWER STATISTICS

June 30, 1993

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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - June 30, 1993**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	960,135	306,907	292,051	205,838	155,339
DIRECT HIRE	906,595	274,788	281,854	197,392	152,561
INDIRECT HIRE	53,540	32,119	10,197	8,446	2,778
TOTAL EMPLOYMENT	968,644	308,717	296,085	207,501	156,341
DIRECT HIRE	915,104	276,598	285,888	199,055	153,563
INDIRECT HIRE	53,540	32,119	10,197	8,446	2,778
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	28,467	28,466	0	1	0
TOTAL EMPLOYMENT	31,569	31,568	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	988,602	335,373	292,051	205,839	155,339
DIRECT HIRE	935,062	303,254	281,854	197,393	152,561
INDIRECT HIRE	53,540	32,119	10,197	8,446	2,778
TOTAL EMPLOYMENT	1,000,213	340,285	296,085	207,502	156,341
DIRECT HIRE	946,673	308,166	285,888	199,056	153,563
INDIRECT HIRE	53,540	32,119	10,197	8,446	2,778

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations

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TABLE 2

Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 89	30 SEP 90	30 SEP 91	30 SEP 92	30 APR 93	31 MAY 93	30 JUN 93
MILITARY FUNCTIONS							
DIRECT HIRE a/	1,117,449	1,073,227	1,044,300	1,003,209	962,531	957,780	960,135
INDIRECT HIRE b/	1,037,632	997,197	974,169	942,516	908,234	903,595	906,595
ARMY	79,817	76,030	70,131	60,693	54,347	54,165	53,540
DIRECT HIRE	405,008	382,058	366,948	333,691	310,428	307,135	306,907
INDIRECT HIRE	349,171	328,688	318,543	294,689	277,571	274,398	274,788
NAVY	55,837	53,370	48,405	39,002	32,857	32,737	32,119
DIRECT HIRE	354,942	342,101	329,592	309,490	295,296	291,874	292,051
INDIRECT HIRE	344,436	331,982	319,421	299,396	285,099	281,677	281,854
AIR FORCE	10,506	10,119	10,171	10,094	10,197	10,197	10,197
DIRECT HIRE	261,571	249,862	233,491	214,796	202,621	203,049	205,838
INDIRECT HIRE	249,662	238,831	223,319	206,144	194,143	194,596	197,392
OTHER DoD ORGANIZATIONS c/	11,909	11,031	10,172	8,652	8,478	8,453	8,446
DIRECT HIRE	95,928	99,206	114,269	145,232	154,236	155,722	155,339
INDIRECT HIRE	94,363	97,696	112,886	142,287	151,421	152,924	152,561
	1,565	1,510	1,383	2,945	2,815	2,798	2,778
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	29,248	27,258	28,252	29,474	27,749	28,042	28,467
ARMY	29,246	27,257	28,251	29,473	27,748	28,041	28,466
AIR FORCE	2	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,146,697	1,100,485	1,072,552	1,032,683	990,330	985,822	988,602
DIRECT HIRE a/	1,066,880	1,024,455	1,002,421	971,990	935,983	931,637	935,062
INDIRECT HIRE b/	79,817	76,030	70,131	60,693	54,347	54,185	53,540

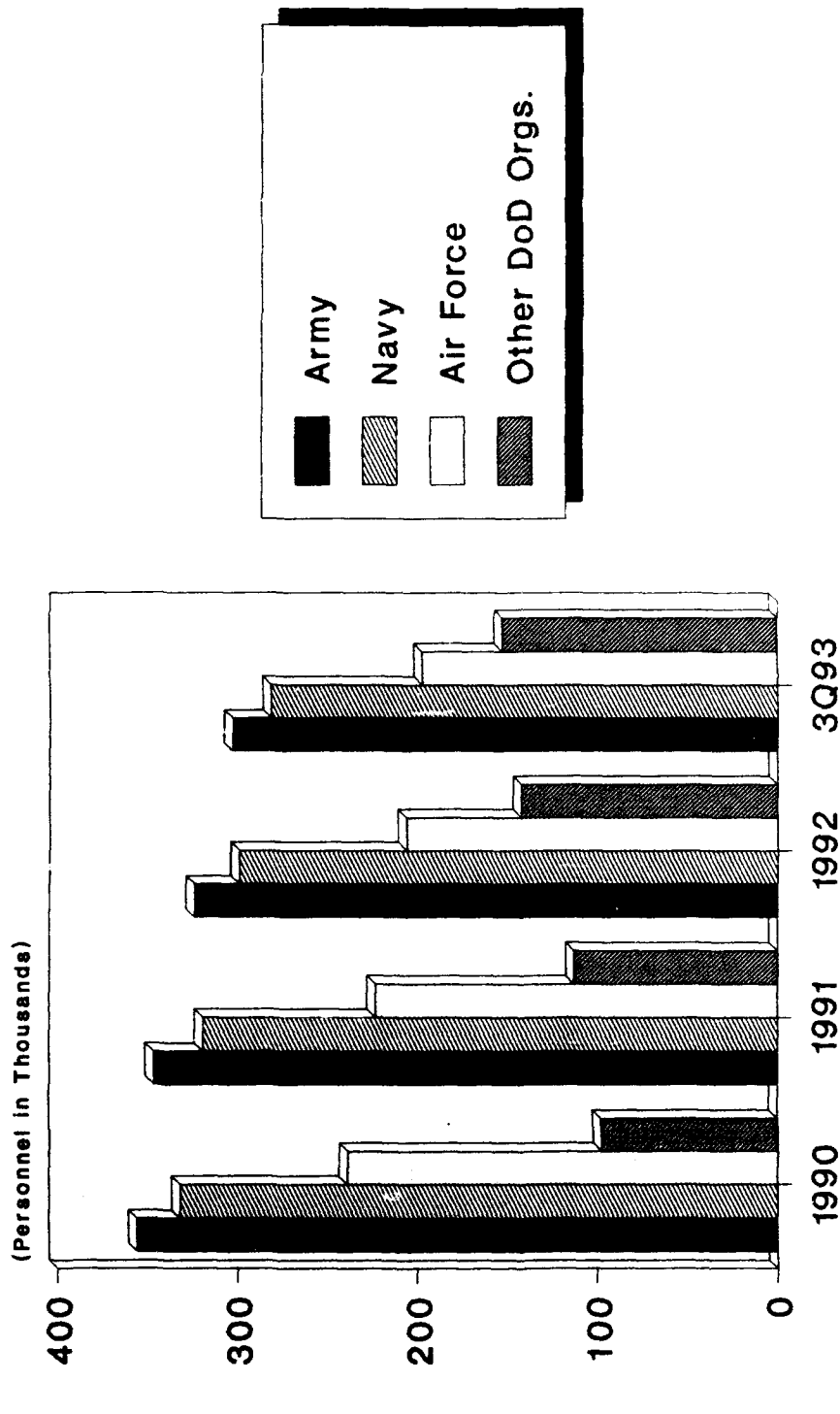
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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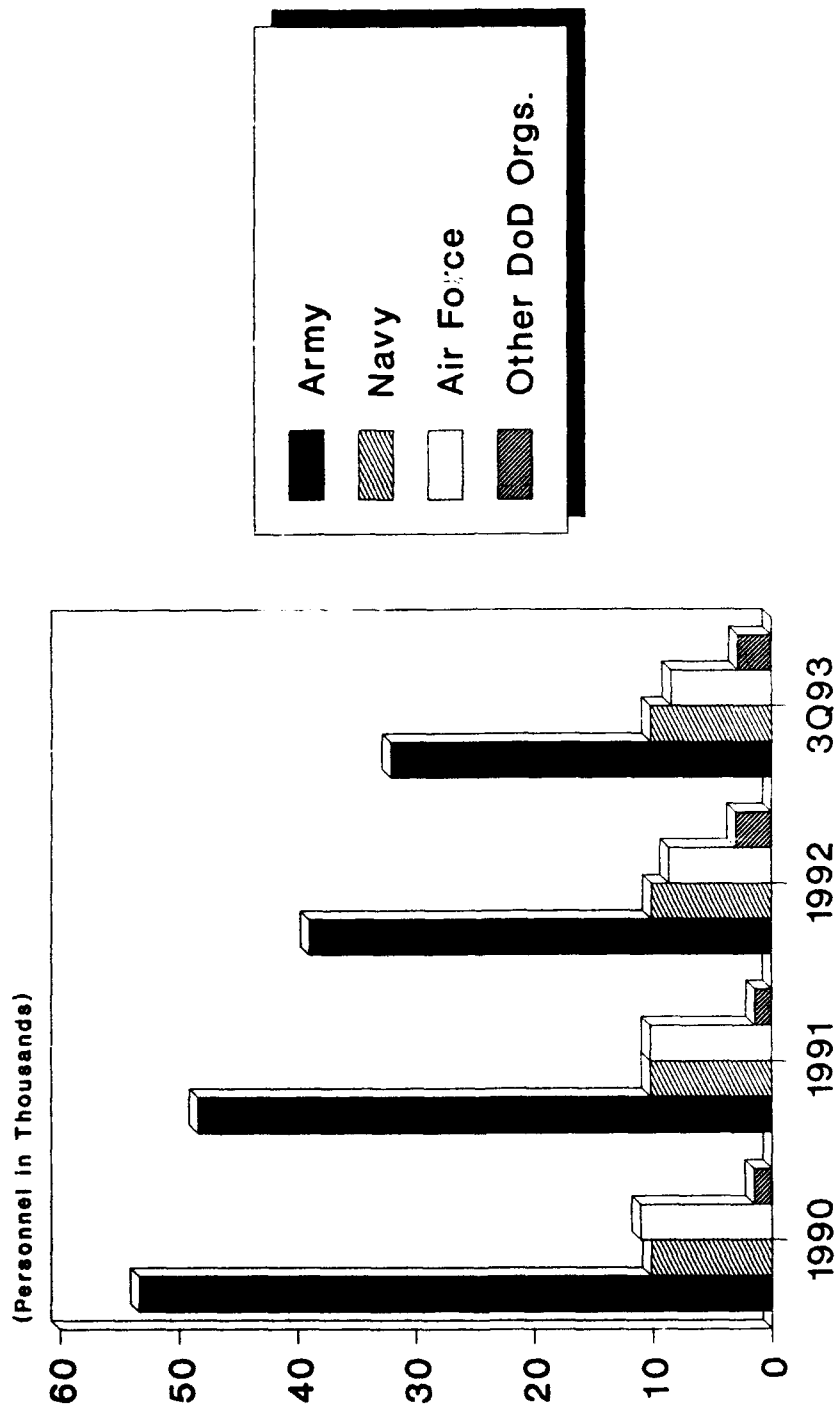
TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



FISCAL YEAR

Washington Headquarters Services
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Figure 2

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 93	31 MAY 93	30 JUN 93		30 APR 93	31 MAY 93	30 JUN 93
MILITARY FUNCTIONS							
ARMY	908,234	903,595	906,595	900,141	832,347	825,057	820,610
NAVY	277,571	274,398	274,788	279,382	245,843	240,850	238,903
AIR FORCE	285,099	281,677	281,854	272,867	271,725	268,396	266,998
	194,143	194,596	197,392	204,775	182,433	182,037	181,633
OSD & ORGANIZATIONS SERVICED b/							
DoCA	4,442	4,449	4,537	4,393	4,288	4,286	4,290
DCAA	18,728	18,541	19,266	18,340	10,112	10,080	10,035
DFAS	5,766	5,742	5,713	5,589	5,664	5,636	5,603
DISA	21,184	22,892	23,161	24,848	20,268	21,824	21,897
DIS	4,863	4,942	5,233	2,906	4,765	4,840	5,101
DLA	3,547	3,522	3,522	3,177	3,420	3,397	3,390
DMA	63,647	63,582	63,628	52,885	61,029	60,927	60,763
DNA	7,855	7,876	7,932	7,415	7,653	7,659	7,673
DSA c/	781	824	833	841	762	763	766
DoDOS	554	555	557	554	510	510	513
DoD IG	17,549	17,456	15,622	16,651	11,615	11,591	10,792
DICA d/	1,568	1,566	1,562	1,580	1,553	1,549	1,543
OSIA	270	302	306	2,743	268	272	271
USUHS	667	675	689	835	439	440	439
CIVIL FUNCTIONS							
ARMY	27,749	28,042	28,467	N/A	26,319	26,251	26,307
AIR FORCE	27,748	28,041	28,466	N/A	26,318	26,250	26,306
	1	1	1		1	1	1
TOTAL MILITARY AND CIV'L FUNCTIONS	935,983	931,637	935,062	N/A	858,666	851,308	846,917

a/ See the Glossary for Component names

b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA

d/ Actual numbers are included in the Military Services and selected Defense organizations.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT

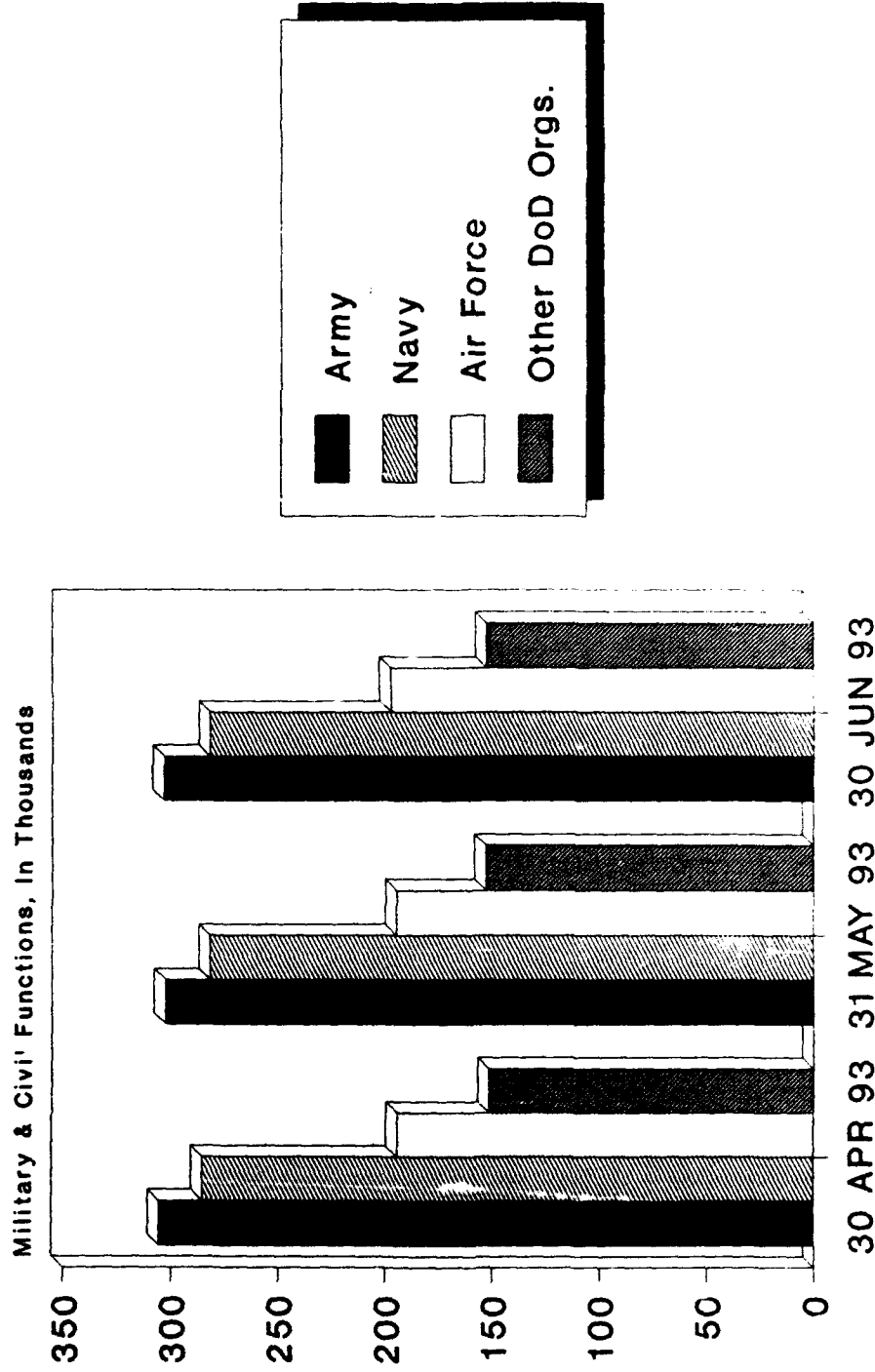


Figure 3 - Total Employment

Washington Headquarters Services
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TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component
(Excluding the Military Departments) - June 30, 1993 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,601 20,809 5,784	4,589 19,346 5,779	12 1,463 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	23,313 5,288 3,529	23,313 5,278 3,529	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	65,018 7,966 848	64,169 7,966 848	849 0 0
CONSOLIDATED DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS DEPARTMENT OF DEFENSE INSPECTOR GENERAL	557 16,060 1,563	557 15,622 1,562	0 438 1
ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	306 699	306 699	0 0
TOTAL	156,341	153,563	2,778

a/Includes personnel not subject to OMB ceiling control

b/See the Glossary for a list of OSD and Organizations serviced by OSD

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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - June 30, 1993 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	946,673	308,166	285,888	199,056	153,563
BY STATUS					
FULL-TIME	921,788	302,241	282,540	195,460	141,547
PART-TIME	20,754	5,479	2,973	3,181	9,121
INTERMITTENT	4,131	446	375	415	2,895
BY CAREER SERVICE CATEGORY					
COMPETITIVE	804,357	249,236	265,155	159,557	130,409
EXCEPTED AND SES	142,316	58,930	20,733	39,499	23,154
BY TYPE OF APPOINTMENT					
PERMANENT	860,307	268,630	270,114	182,705	138,858
TEMPORARY/INDEFINITE	86,366	39,536	15,774	16,351	14,705
BY CITIZENSHIP					
U.S. CITIZENS	926,866	296,568	282,381	195,728	152,189
NON-CITIZENS	19,807	11,598	3,507	3,328	1,374
BY LABOR CATEGORY					
SALARIED	690,909	236,944	196,486	133,189	124,290
WAGE BOARD	255,764	71,222	89,402	65,867	29,273

a/Includes personnel not subject to OMB ceiling control.
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - June 30, 1993 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	946,673	308,166	285,888	199,056	153,563
UNITED STATES	876,622	277,701	273,101	187,469	138,351
BY LOCATION					
WASHINGTON, D.C., SMSA c/	90,275	26,644	37,531	6,006	20,094
REMAINDER OF U. S.	786,347	251,057	235,570	181,463	118,257
BY LABOR CATEGORY					
SALARIED	632,196	211,144	187,623	122,699	110,730
WAGE BOARD	244,426	66,557	85,478	64,770	27,621
BY CITIZENSHIP					
U. S. CITIZENS	876,121	277,420	272,973	187,452	138,276
NON-CITIZENS	501	281	128	17	75
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	7,674	1,282	4,813	891	688
WAGE BOARD	4,124	908	2,345	416	455
BY CITIZENSHIP	3,550	374	2,468	475	233
U. S. CITIZENS	7,656	1,277	4,803	889	687
NON-CITIZENS	18	5	10	2	1
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	62,377	29,183	7,974	10,696	14,524
WAGE BOARD	54,589	24,892	6,518	10,074	13,105
BY CITIZENSHIP	7,788	4,291	1,456	622	1,419
U. S. CITIZENS	43,089	17,871	4,605	7,387	13,226
NON-CITIZENS	19,288	11,312	3,369	3,309	1,298

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - June 30, 1993**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	765	721	0	2	42
GERMANY	31,373	25,426	0	4,207	1,740
GREECE	123	0	0	99	24
GUAM	4	0	4	0	0
JAPAN	16,956	3,225	9,177	3,837	717
KOREA	2,413	2,413	0	0	0
LUXEMBOURG	24	24	0	0	0
MALAYSIA	4	0	0	0	4
NETHERLANDS	438	310	0	61	67
PHILIPPINES	6	0	6	0	0
PORTUGAL	2	0	0	2	0
SPAIN	1,361	0	1,010	238	113
UNITED KINGDOM	71	0	0	0	71
TOTAL	53,540	32,119	10,197	8,446	2,778

a/See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch' except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

- *Office of the Secretary of Defense (OSD)
- *Joint Chiefs of Staff (JCS)
- Department of Defense Inspector General (DoD IG)
- *U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)

Department of Defense Agencies:

- *Advanced Research Projects Agency (ARPA)
- *Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- *Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- *Defense Security Assistance Agency (DSAA)
- **Defense Support Activity (DSA)
- On-Site Inspection Agency (OSIA)

NOTE: *Organizations serviced by OSD.
**Organization serviced by DLA and DISA.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *Defense Medical Support Activity (DMSA)
- *Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- **Drug Interdiction and Counter-Narcotics Account (DICA)
- *Office of Civilian Health and Medical Program
 for the Uniformed Services (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. COMPETITIVE SERVICE - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. EXCEPTED SERVICE - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

NOTE: *Organizations serviced by OSD

**Organization serviced by military services and selected Defense organizations.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)